

- E. B. R. 's Jan 8/80
wife

Newark's Business and Industrial Coordinating Council, known as BICC, has survived [redacted] for a decade. The unique manpower organization, one of the nation's first, has pioneered innovative training programs, promoted racial harmony, thousands of jobs, uplift and opportunity projects for thousands of the forgotten, neglected, unskilled, unemployed and underemployed and voiceless people.

BICC came into being during July 1973, the first "long hot summer" when the mood and temperament of the city's Black community was sizzling over the Barringer High School and Rutgers University construction controversies. The Newark Coordinating Council, (NCC) a consortium of 13 predominantly Black, civil rights, labor and religious organizations, had banded together to demonstrate against the almost all white makeup of the construction trades building the \$5,000,000 high school as well as erecting the state university's law school complex and campus center. The stark contrast of virtually no Blacks and Puerto Ricans on the huge building projects in the only city above the Mason-Dixon line with a majority-Black and Puerto Rican population, brought on general community outrage. The crisis was more acute and understandable because the city's Black and Puerto Rican joblessness, especially among youth, then and now, was twice that of the general reported unemployment statistics, [redacted]

At both construction sites the reality of labor union "shapeup and hiring" practices produced no change, not even acceptance of apprentices and violence erupted. NCC [redacted] strongly influenced by Newark's Congress of Racial Equality (CORE), [redacted] adopted picketing [redacted] at both sites. To demonstrate their concern

During the 1950's and 1960's the Negro population jumped over 200%. It is the only major community above the Negro population with a majority non-white population.

Until the formation of BICC there was no career future in Newark for ~~dark-skinned~~ non-white Americans. Even during World War II work - boom days, Newark's approximate 50,000 blacks were rarely occupied in other than menial jobs. It is difficult now in the job employment field for Negroes and other minority groups because of the tenacity of BICC founders, executive directors and project leaders whose endless hours of volunteer time have been responsible for greater unity between employer and employee.

Undoubtedly, the greatest success has been the establishment of effective communications between the business community and the majority non-white population including minority leaders and the unemployed from ghetto areas who had aspirations but no direction or assistance in obtaining employment.

The ~~by-laws~~ ^{the city} of the organization were set in its original by-laws giving BICC five principal tasks:

1. To provide a forum between business, industry, labor and civil rights.
2. To place negroes and Puerto Ricans in jobs based on their skill and ability.
3. To upgrade nonwhites in jobs below their abilities.
4. To develop new training and retraining programs.
5. To work with civil rights problems other than employment.

BICC has strengthened and extended essential ties between the businessman, Blacks and other minority groups and has given impetus to the city's social and economic progress.

Newark's first

BICC was influential in establishing ^{Newark's first} a work/study program for high-school drop-outs.

This highly successful program for seniors only evolved because many ~~of the~~ drop-out job applicants referred through BICC could not be placed. The work/study program in conjunction with the Newark Board of Education keeps potential drop-outs in school while providing them with useful and gainful employment.

BICC has bridged ^{some of} the gap between job openings ~~in the~~ highly industrialized ~~area~~ and manpower availability. Initially, businessmen were skeptical of its possibilities. Through the years it has been proven that BICC has been ^{made} as helpful to the businessman ^{as} it has been to ~~the~~ civil rights organizations. ?

During ^{its} the first year, BICC drew the participation of 54 different firms, department stores, banks, civil rights organizations, state and city departments, private agencies and labor unions. By 1965, one hundred and fifty (150) companies, over twenty (20) civil rights organizations and the major faiths comprised the BICC. ~~Newark's first~~

~~participating members~~

founding pub

Among the key persons most responsible ^{for} keeping the organization going during its early crucial years were the late Peter V. R. Schuyler, Jr., then Executive Director of the Welfare Federation; BICC co-chairman, K. Wade Bennett, former Bamberger's New Jersey senior vice president ~~who was~~ ^{chairman} Charles W. Garrison,

Bamberger's vice president; Honorable George C. Richardson, Assemblyman from Essex County; ^{first} Derek T. Winans ^{whose family was among the original pioneers who settled Newark over 300 years ago}

Officials of Newark-Essex CORE and the Urban League of Essex County contributed greatly from the outset. The Urban League continued ^{as BICC's} ~~to be a~~ job-referral agency for ~~over 20 years~~ ^{for over 20 years}.

BICC's early, simple objective was to meaningfully administer an equal opportunity program aimed at getting jobs for qualified Blacks and Puerto Ricans. The program now embraces anyone who is classified as disadvantaged, unemployed or underemployed regardless of race, creed or color.

Immediate problem that loomed large for the committee was the finding of more employment for blacks and more blacks qualified to fill openings.

Job retention was a problem for many employers. There was a shortage of skills and interest among those in the minority group labor market. It became apparent that training was essential for the job-seekers, many of whom had not ~~even~~ completed high school. Motivation as well as training was a great need of the unemployed.

At first businessmen were fearful that involvement in BICC might subject them to pressure to lower their employment standards or that they would be required to accept any minority applicant sent to them.

As an assist to increase the working skills of ~~black~~ applicants, a branch ^{BICC} operation was begun. ~~Beginning~~ in March 1965, LMMTP, the Labor-Management Manpower Training Project, a brain-child of BICC originated. ~~It was~~ funded as an experimental and demonstration project by the U. S. Department of Labor, Office of Manpower, Automation and Training ~~the~~ contract of \$365,968 originally for 15 months, was extended twice ~~for the period~~ through November 30, 1966.

Because BICC was unincorporated, the LMMTP contract was made with the Welfare Federation of Newark, one of BICC's major members.

LMMTP was designed to assist BICC job applicants who generally lacked minimal qualifications of the employer. ~~These applicants~~ were unable to pass entry-level requirements.

In the beginning, a high percentage of the applicants were white, highly industrious, high school graduates. As LMMTP progressed, over 90% of those served were Black and Puerto Ricans, most of whom were welfare recipients. They were functional illiterates and high school graduates unable to pass entry level tests of local employers.

LMMTP's trainees included some mental defectives, the physically handicapped, black muslims and Black Nationalists plus a high percentage of ADC mothers. ~~Upon~~

~~generally criminals, potential and other health deficiencies plus all kinds of family problems~~

~~was common~~ A majority of the trainees had a number of short-term jobs in their work-experience background.

ACCRUITING

Clients came from ghettos in the Greater Newark area. ~~The neighborhood~~ SEA
~~Youth Center was another source of manpower. Less than 2% of a 500 random sampling~~ P6
~~showed from 6,000 in Urban League files bothered to respond to the opportunity to receive~~
~~trainings.~~ The lack of ~~any~~ monetary inducement was a limiting factor in recruiting. Prior
to August 1965 when free pre-vocational training was added to LMMTP's recruiting,
prospects were hard to locate. The Urban League provided the great bulk of trainee prospects.
LMMTP did - Every professional staff person ~~would~~ was recruiting.

During the 20 months of its existence, LMMTP saw 2,000 people. All were
genuinely hard-core ~~opportunity~~ applicants. Over two thirds of these applicants received
some benefiting service including referral to other programs and agencies, direct employment
assistance, enrollment in OJT and the pioneering Special Programs. 416 applicants were placed
with 56 companies in approximately 750 occupational categories. Another 150 needed no
training and went directly into jobs. Overall more than 700 persons served by LMMTP
got jobs.

Project Director for LMMTP was Joseph E. Partenheimer. William A. Mercer
was Management Coordinator.

LMMTP was an innovator in the training field with six programs of pre-job
training for skilled manual workers and office-clerical workers.

On the basis of these experimental programs and their demonstrated achievement,
BICC requested funds from the U.S. Department of Health, Education and Welfare, the Labor
Department and private employers in the Greater Newark area to ? the project
titled SEED, Skill Escalation and Employment Development.

The LMMTP proved a successful step for BICC,

the unemployed to a job

supply elements of the labor force with its treatment of the employment and training of the culturally disadvantaged. Through its various program categories, BICC tapped a
varied strata of the labor force and the population not in the labor force. Its program

and the LMMTP project reached the unemployed, the underemployed, the school drop-outs and potential drop-outs, the marginal worker, and the worker on the side-lines of the labor market filled with uncertainty.

LMMTP stressed the fact that there exists in the American economy pools of unused and underutilized labor.

A
E
P5

Special programs of the LMMTP and participating companies included:

Skill Escalation Program (SEP) Machine Skills

Western Electric Co., Weston Instruments, and N.J. Bell.

Clerk Typist

First National State Bank, Fidelity Union Trust Company, Newark Evening News Publishing Company, YM-YWCA of Newark and Vicinity.

Mechanical Technical Comprehension

Radio Corporation of America.

Clerk Typist-Daytime Program

Public Service Electric & Gas Company, Newark Board of Education.

Advanced Office Worker

Mutual Benefit Life Insurance Company

Clerk Stenography

Hoffmann LaRoche

Machine Shop

Prudential Insurance Company of America

The BICC approach to the labor market has placed equal emphasis on the demand and supply sides. The Labor Management Manpower Training Project treated problems of the worker as a whole.

SEED - 1 the next phase in the BICC program was ~~concentrated~~ as a key factor in ~~meeting supply with demand to provide part of the long-run solution to the employment~~ ~~problems of Negro and other culturally deprived minorities.~~ *black*

~~(OUT On the job training open employment opportunities for minorities)~~

BICC's employment project discovered that among other reasons why the culturally disadvantaged often failed to get a job was lack of know-how in applying *for a job* ~~but during the~~ ~~interview, improper grooming and poor results on aptitude and intelligence tests.~~ A special BICC committee studied content and use of employment tests. Results showed that tests generally were the product of white, middle-class culture and, therefore, ~~were~~ discriminating against the culturally disadvantaged. Members of BICC companies were encouraged *specifically* to use test scores for minorities with this knowledge in mind.

~~SEED 1 - January 20, 1967 to January 26, 1968~~

Seed 1 - Skill Escalation and Employment Development began on January 30, 1967 ~~as~~ ~~an~~ an outgrowth of the successfully tested LMMTP. Central purpose was to demonstrate that a concentrated training program could prepare labor force drop-outs, long-term unemployed and underemployed for entry-level jobs in high-demand and low supply occupations.

Project SEED originated from the experimental concentrated training program in machine shop skills of BICC operated as a satellite in conjunction with the on-the-job training project LMMTP.

A number of programs undertaken by SEED were in blue and white collar jobs, but the principle one was in machine shop skills. The need for machine shop occupations in the Newark labor market was reported by the New Jersey Department of Labor and Industry in March 1966 after a survey of employers in the Newark area.

SEED 1 conducted training for entry-level jobs such as clerks, typists, office workers, stenographers, hospital operating room assistants and bank tellers. These subsidiary training

- 2 -

BICC

programs were called Satellite programs.

Primary purpose of SEED was to promote an increasing responsibility on the part of business and labor in general for the development of new training and employment opportunities. It was designed to reach the hardest core of unemployed - those untouched by other training ventures.

Contractor and fiscal agent for the project was the United Community Fund and Council of Essex and West Hudson. SEED was administered by BICC. The Urban League of Essex County supported the project and associated itself in the proposal submitted to federal agencies. Funding came from ^(DMP&L) the Office of Manpower Policy (OMP), Evaluation and Research of the U. S. Department of Labor; the Economic Development Administration (EDA) of the Department of Commerce and the Department of Health, Education and Welfare.

Men, money and equipment were contributed by local business and industry as an assist in the overall financing. The cost to federal agencies totaled \$1,010,000. Value of contributions from private business was nearly \$400,000.

SEED was aimed at men and women age 18 and over who had difficulty getting a job because of race or lack of education and ^{work} skills. Prior BICC training had been aimed at the better equipped and better motivated person ^{outside} who encountered obstacles ^{hampering advancement}.

SEED I began training January 30, 1967 and completed its last group of trainees January 26, 1968. Its target population was the "hard-core" of the Newark labor market's ~~der-employed and labor drop-outs~~, 18 years of age and over. SEED directed its attention to the populace who, by reasons of race, lack of adequate education and skills and other limiting factors, encountered unusual difficulties finding or retaining employment or such employment that would be commensurate with their abilities and experience.

A preponderant ~~majority~~ of SEED's target population was ~~black~~ *black* however, special provisions were ~~also~~ made for recruiting and training Spanish speaking people. Two special sections were started for those not competent in English. In June 1967 SEED obtained the services of a Spanish speaking interviewer, ~~from a DDC member, the Production Industries Company of~~

SEED was not only concerned with the day and evening machine skills program at ~~its~~ *its* training center on Chestnut Street, Newark but also with 14 satellite programs which enrolled over 1,000 persons.

SEED I scheduled nine weeks of training for machine skill escalation on the recommendation of trainees and instructors. ~~Subsequently~~ SEED II increased the training to twelve weeks. As a result of SEED I's experience, an expanded version of the machine skills escalation and a new clerical program were funded in SEED II.

~~Total~~ Enrollment in SEED I programs totaled 2,400 men and women. ~~From April 29, 1968~~, 1,126 of the ~~completed~~ completed their courses and 920 were known to have found ~~work~~ *work*. SEED I Satellite enrolled 1,005 ~~as of~~ *thence* as of April 30, 1968 there were 73 still in training, 528 ~~had~~ *had* completed training and 402 ~~employed~~ *were* employed. The applicants were enrolled in machine skills at three locations; clerical skills at eight companies and banks and other types of training such as basic electricity, food service and operating room technicians at four other locations making a total of 15 Satellite programs. ~~(Total SEED I information on 1968)~~

In a report and analysis of SEED I by ^{Dr.} Leo Troy, Professor of Economics of Rutgers -

The State University, he stated that SEED achieved its central purpose of demonstrating that hard-core unemployed and underemployed could be trained quickly and well enough to qualify them for entry level jobs in machine trades, office and clerical occupations. He observed that the great majority of SEED placements were in training related jobs. However, BICC companies did not hire enough SEED graduates, particularly in view of their proclaimed support of its various training programs.

SEED I ^{was the first phase used} ~~was the first phase used~~ by Western Electric ~~and New Jersey~~ ^{mini-plants} to set up an employment-training project ^{that} to ultimately reach 350 persons in Newark.

^{write} Recommendations for SEED II by Professor Troy ^{included} that where business and industry cooperate in training, the graduate should be guaranteed a job. This was put into effect in SEED II. He also recommended that trainee allowances be paid sooner than the three weeks it took in SEED or that a loan fund be set up.

^{SEED} The Administrative Office ^{at 44 Chestnut Place} ~~at 44 Chestnut Place~~ responsible for processing applicants for all programs and for setting up and administering the satellites. The Newark ^{later established by N.J.'s Vocational Education Department, assumed} Manpower Training Skills Center ^{was} responsible for the operation of the machine shop at Chestnut Street.

SEED, Phase II ~~was projected to~~ ^d provide an expanded complement of short-term training programs, almost full federal funding and jobs guaranteed by specific local businesses and industry. It was the intention of SEED II to reach the disadvantaged ^{those} ~~was~~ who had not enjoyed continuous and sustained industrial employment in the past.

A report to the BICC executive committee in December 1967 by William A. Mercer, ^{executive director} ~~executive director~~, recommended new activities and vistas for BICC. He suggested that BICC should give greater concern to the problem of still prevalent ^{racial} ~~entry-level~~ ^{job-} ~~entry-level~~ discrimination. He stated that opening up entry-level positions is only half the job if upward mobility is blocked. Executive isolation as it relates to non-whites and other ethnic groups ^{is a} ~~is~~ a problem.

other agencies such as CBO, SBA, SCORE,

UCF, City Hall and others to give aid, technical assistance and easier credit and financing to Negro small businessmen ^{whose professions are jobs,} he stated.

SEED ^{II} ~~Phase II~~ was approved April 8, 1968 and funded for \$1,950,411. Robert S. Klagge, an ^{relations specialist} highly qualified experienced industrial ~~relations specialist~~ was engaged by BICC ~~Board of Directors~~ as Director of SEED ~~II~~.

Machine shop training was continued at the SEED I Training Center. Satellite programs continued ~~at the same place~~.

report 15/ By May 1968, there were 170 trainees enrolled in 6 new satellite programs.

Two of the new satellite programs funded by Engelhard Minerals & Chemicals were different than previous programs because Engelhard provided the trainees with allowances in the amount of \$25 per week for single women and women who were heads of households ~~and~~ ^{\$50 for}.

~~(The SEED I Training Center was inaugurated)~~
Bloomfield College in cooperation with BICC and the Bloomfield Chamber of Commerce conducted a three-week course in business skills in June 1968. The objective was to show residents of Newark's Central Ward how to improve their living standards.

~~Chairman of SEED II was WILLIAM A. MEYERS, Joseph E. P. ...~~
~~SEED II and SEED I served as a part-time consultant.~~

Mr. Albert Meyers, UCF Special Projects Director, was largely responsible for the approval of both SEED I and SEED II projects.

Cooperating to get ~~the~~ components of SEED II working smoothly were the Newark Empower Skills Training Center, the New Jersey State Employment Service, Project TEAM and SEED II administrative personnel. ^{AP 12}

~~The working relationship of BICC with NAB, the National Alliance of Businessmen was~~
~~kindred by ... William L. Hoffmann at the May 22, 1968 executive committee ...~~
~~NAB, which directs its efforts in three counties, considers 1,300 employers. Many of the~~

companies. After discussion it was agreed that chairman of the Membership and Consultation, Testing and Employment Committees ~~will~~ their programs and future participation in the NAB program. NAB does not operate training projects but uses a businessman to businessman approach in selecting and referring job openings for referral agencies such as BICC and TEAM.

At the initiation of BiCC co-chairman C. Theodore Pinckney, member of Newark's high schools who had held a TV press conference and announced a school boycott arrived at the May 22nd meeting with Junius Williams, director of the Newark Area Planning Association (NAPA) and chief negotiator of the Ad Hoc Community Team which successfully negotiated terms for location of the Medical College in the Central Ward. Students presented a copy of their demands to the Newark Board of Education.

B:CC was requested to set-up a meeting with the Newark Board of Education, the superintendents office, interested parents and the students.

SEED Phase II report for the week of August 20, 1968 for 17 weeks of operation that 91 persons had graduated from machine shop and Satellite training programs. There were still 473 in training at 8 Satellites and 13 day programs including machine shops and clerical skills. Six programs were scheduled to begin in September.

Three job clinics were held during the first 17 weeks to give members of industry an opportunity to visit the Chestnut Street center and to interview for the many graduates. Representatives from twenty companies attended. Among participating companies were Singer Sewing, Hyatt Coller Bearing, Drakes Bakery and Owens-Illinois.

In Mid-August members of the Department of Labor, Department of Commerce, Health, Education & Welfare, State and Local members of the Employment Service and vocational education met with SEED staff and BICC to discuss progress and suggestions for the next 35 weeks of SEED II.

The Director expressed views as to recruiters and counsellors and stated that there was an in-

* *Not a participant of the study, but specifically to the SFSO II effort. Three separate sessions.*

and to vocational education and other Newark agencies for additional counsellors. All attempts were unsuccessful.

A reappraisal of BICC objectives in November 1968 prepared by Henry M. Boardman and Kenneth Gibson they questioned whether the Urban League was phasing out of the employment field. Mrs. Ruth McClain, the League's Associate Director noted that both job orders and BICC referrals should continue being submitted to the League because they dealt with employment on all levels while some of the other manpower agencies such as NAB work only with the unskilled. CIRC continued to work in conjunction with both the Urban League and BICC. The main thrust of BICC would be to continue in the employment area.

David Ruff was appointed Executive Director of BICC in November 1968.

At the November 1968, executive committee meeting, in his report on a survey of key persons in the business community relative to the future direction of BICC, Mr. Boardman stated that BICC should intensify its efforts to be an educational arm to the business community, using the experiences of member companies to educate non-members into methods and ways in which equal employment opportunity can be extended.

1969	Computerized Job Bank.
"	Work/Recreational Program.
"	Summer Jobs Youth Employment Agency.
"	Black/White Fashion Show.
"	Ambulance.

During 1969, varied new programs were initiated by BICC. Efforts were directed toward job placement for Newark youths to place them in meaningful summer work. BICC worked with nearly 5,000 students. One hundred youth, age 14-16, participated in a work/recreational program. It was operated jointly with the YM-YWCA of Greater Newark and the State Department of Community Affairs. Boys and girls in the program were encouraged to continue their schooling. Summer jobs and programs are an effort to keep the disadvantaged youth of today from becoming the hard-core unemployed of tomorrow. Meaningful work at the camps built confidence and also paid an appropriate wage. This proved to be one of the most beneficial efforts of its kind for this age group of youngsters.

and a feeling of belonging to something successful.

The summer jobs youth employment agency enabled young people to earn spending money while keeping them active in a worthwhile project. Jobs sought included mowing lawns, walking dogs, baby-sitting, shop for the sick and shut-ins and clean cellars or attics.

A computerized job bank to help solve the problem of the ghetto unemployment was begun. This pilot program for computerized job matching was the first in Northern New Jersey. Using the computer hard-core unemployed could be considered for any job opening and training opportunity that

Executive Committee of BICC. The purpose being to transport patients to new hospital quickly from a area into subject

During 1969, among projects conducted by BICC as indicated by the Executive Director were the following:

Arranged a free summer recreational program for 4,000 youngsters and 500 adults, who were transported to big league baseball games.

Handled transportation for "Newark Love-In" performers at _____ park _____.

Supplied 40 student recruits for police training.

Helped welfare mothers obtain credit from major department stores.

Helped to establish county-wide police recruitment advisory council to find and help minority people to secure police jobs.

Developed IBM/Rutgers clerical class operated in conjunction with the Urban League.

Provisions was made for each student to receive over \$1,000 worth of equipment to take home, if desired for duration of the training course.

Assisted in establishing a black secretarial firm. BICC trained 10 students on community affairs; operated SEED follow-up with college students affected a program to train 15 black people in the management of package goods stores with their eventual ownership included.

BICC expanded during 1969 from its original concept of job-finding and training programs to youth-oriented programs and community service projects. However, alienating hard-core unemployment has constantly been a major emphasis of BICC.

The main function of BICC continues to serve as a forum and a bridge between the community-at-large and business and industry people,

SEED, Inc. was incorporated in April 1969

SEED programs have been characterized by a heavy business-industry participation in its administration, curriculum development, on giving evaluation of the program and its trainees in assuring job placements to all SEED graduates and in the operation of a large number of satellite training programs in a variety of skills. SEED programs have actively recruited and been directed at Newark's hard-core, who have been seeded ~~it~~-(?) by employers and other training programs for reasons of race, age, sex, physical and educational limitations.

Average cost per trainee ~~has been~~ ^{now} \$330 which compares favorably with other federally funded training programs, many of which cost more than five times as much. Drop-out rate has been equally comparable, despite the programs' recruitment of persons not acceptable to other training programs. The graduates' entrance salaries averaged from \$1.90 to \$2.50 per hour.

William Blakely, Jr. President of the Board, SEED, Inc.

C. Theodore Pinckney, Executive Director, SEED, Inc. Phase III

309 Washington Street

Newark, New Jersey

SEED Satellite programs are conducted with the cooperation of public agencies business and industry in the Greater Newark area sponsor provides the training site and necessary facilities such as typewriters, desk, supplies and instructors. If instructor is not available within the sponsor organization, SEED would recruit and hire the needed teachers-sponsors pays salary of teacher.

(Check dates)??

Under SEED Phase II (April 18, 1968 - May 1969) Satellite programs graduated 508 trainees. Over 77% of the trainees were placed in training related jobs.

Six Satellite programs being conducted when proposal was presented for SEED III. (check date) no date on attached.

The include:

IBM/Rutgers-Clerical

Schering/East Orange Board of Education - Clerical

Prudential Typing Improvement

Three SEED 309 clerical programs N.J. Bell Telephone Company Prudential class is a continous program with trainees added as vacancies occur.

N.J. Bell graduated a class Aug. 13, 1970. Mutual Benefit graduated its last class June 10, 1970. Fidelity Union Trust Company graduated a bank teller training class March 19, 1970.

Eight Classes were ready to begin if SEED III were approved for federal funding for the costs of administration and supportive services.

SEED III requested approximately \$2,500 to train and place in employment 1,400 men and women in machine tool trades, clerical occupations, lab technicians, bank tellers, typists and other fields.

1. ~~1960-1961, co-Chairman since 1960~~ . get exact date. ?

1 January 5, 1970 - Mrs. Ruth McLain re-elected co-chairman Wa. L. Hoffmann ?

As of November 1970 BICC had a membership of 200 companies, 50 community groups ?
and over 800 individuals who were sent monthly mailings on critical and on-going issues.
The Greater Newark Chamber of Commerce ~~supposed BICC for~~ ?

\$51,000 annually. Significant grants from companies and foundations have been
received for special projects.

Executive Board co-chairmen are Marshall L. Wolf and Mrs. Ruth McClain.

~~Nov. 1970 - excerpts from Marshall Wolf's summary about BICC.~~

BICC's monthly meetings are the only regularly scheduled open forums in Newark
where community problems are discussed ~~only~~ ^{many} by ~~all~~ ^{many} elements of the community. Meetings
have dealt with the Medical School, Gateway, County Welfare, Port Newark and the
Building Trades.

BICC works actively with the Newark School System. It played a major role in in-
troducing relevant ~~Industrial Arts Curriculum~~ ^{Industrial Arts Curriculum} into the schools in 1968. The curriculum ?
carries a general theme of great concern to employers, that of exposing and showing
youth how to work efficiently with men, materials, tools and techniques.

From its inception BICC has played a vital role in delicate negotiations between
and with members of the community and business in affirmative action programs in
crisis situations dealing with employment and other matters. One of these was at the
New Jersey College of Medicine and Dentistry and Martland Medical Center.

BICC had ~~not~~ brought \$3.7 million to Newark for Skill Escalation and Employment
development (SEED). A

(See sure some mention is made of testing committee currently headed by Richard Proctor, ?

At the August 1970 BICC general meeting, Richard Proctor, ^{JUL 6-} chairman of the Testing
Committee suggested that ~~the~~ committee be a consultant to the Employment Committee ~~and~~

and used when testing is a problem in hiring non-white. The testing committee could

... by providing data to BICC companies making decisions and to help plan how more non-whites can be employed.

The testing committee had conducted a survey to determine what tests were given by companies to those seeking employment. A study was made as to whether tests were screening applicants in or out of employment.

As a result of the survey BICC Testing Committee made a set of tests to be used *to* *2 weeks*

The externship program begun (?) continued into 1970 with the help of Rutgers University. The program gets teachers and industry together, giving *teacher* experience *in* need to *direct* youngsters in the area of employment after they graduate from school.

At the January 1970 general meeting Henry Boardman, Education Committee Chairman requested that the new externship have 50 slots. He reported that work study slots increased from 200 to 500. An education convention was planned for May 1970.

Computer Matching Project

BICC developed a computerized job matching program in March 1970 to serve the various manpower agencies, industry and business in the Newark area. The next seven months was primarily an experimental period for the *CLIFF* Matching System concept *tailor* to the Newark situation and emphasizing the training or "readiness for employment" approach. *During this period there was not a full staff for the computer program and no specific records were collected.*

In October 1970 the Schumann Foundation granted \$22,500 to the computer match operation for a 6 month ~~xxxxxx~~ period.

The Computer Matching Project is an on-going daily program, which has been helpful in determining pre-vocational and pre-occupational inclinations to a particular job.

Purposes of the computer-match and reasons for permanent establishment in the Greater Newark Area:

1. No other agency has the equipment to furnish a vocational analysis showing a

... toward being successful in specific training areas or a concrete

2. The computer match jells hundreds of pieces of behavior into a vocational projection to bring about a meaningful match for the unsophisticated person who has no conscious idea of vocational goals or objectives.
3. To provide management of vocational agencies with an additional counseling tool based upon ~~mutual~~ preference and experience.
4. To provide statistical data not previously available to management for adjustment, modification or curtailment of programs.
5. To assist business and industry in determining better candidates for employment or promotion.
6. Computer match provides greater opportunity for satisfactory employment and gives the hard core unemployed opportunity for consideration of every possible job opening and training opportunity that occurs.

Studies made by BICC indicate that trainees selected with use of computer for specific manpower, skilled jobs or secretarial training programs and courses have a greater tendency to stay until the end of training period. Also, they learn more because of the self-motivation indicated by the computer match.

Match 16 = tribute
In the fall of 1970 Hoffman LaRoche, Inc. requested BICC to assist them with use of computer in increasing their retention rate for production workers. According to the June 1971 report of Roland E. Stewart, executive director, from October 1970 through June 1971, of the 329 employment referrals to BICC, 46 were computer matched and 115 computer assisted. Of the 84 employed during these nine months, 2 were computer matched and 35 were computer assisted. Use of the computer for determining those who needed and could possibly benefit from a training program resulted in 14 computer matched referrals and 37 computer assisted. Of the 730 new applicants to BICC from October 1970 to June 1971, 452 were processed through the computer self-interview check list.

define
Initially only non-high school graduates and high school grads were computer matched or assisted. Since the beginning of 1971 everyone who comes to BICC for employment assistance is computer matched because through experience it was learned that the computer gives valuable information regardless of the educational background or employment experience. The computer program is used for all college graduates and professional people.

was 3000
Financing for the total cost of \$135,000 for Computer Matching Project was sought by Eljaba, Victoria and Engelhard Foundations in October 1970.

The Executive Director's report in October 1970 noted that "aside from the 400 possible training situations on the computer, 14 companies at this time are represented with real entry level jobs." Companies contributing entry level jobs to the computer bank included as of the date:

Automatic Data Processing
BICC
Bambarger's-New Jersey
Eastern Airlines
General Electric Company
Hoffman LaRoche, Inc.
McCall, Lynch, Pierce, Funnor

N. J. Bell Telephone Company
Public Service Electric & Gas Company
N. J. College of Medicine & Dentistry
United Airlines
U. S. Savings Bank
Western Electric Company
Weston Instruments

Manpower agencies and clients who have been interested in the computer matching project include:

Newark Manpower Training Skills Center
SEED (Skills Escalation and Employment Development)
TEAM (Total Employment and Manpower)
Work Incentive Program
Mount Carmel Guild
Urban League of Essex County
CIRS (Community Information & Referral Services)
CCPE (Career Orientation and Preparation for Employment)
Newark Health Careers Program.

*refine into
log are*

Complying with one of the major purposes of the BICC organization, "To work toward better employment opportunities and full employment of non-white citizens of the Greater Newark area, BICC in October 1970 distributed Downtowner job requests to all manpower agencies and started pressing tenants of the new Gateway structure for affirmative action employment plans and jobs.

~~Manpower agencies in 1970 included 200 companies, 30 community groups and over 100 individuals who receive monthly mailings on critical and on-going issues in Newark. In his 1970 report the executive director indicated that BICC receives \$51,000 annually from the Greater Newark Chamber of Commerce and significant grants from companies and foundations for special projects.~~

Mr. Roland Stewart, executive director reported at the January, 1971 Executive Committee meeting that SEED is dead as such. Prudential, Bell Telephone Company and Rutgers training clerical types are to join the competitive market with placement by the BICC staff where possible. He stated that BICC would like to continue the satellite program, but needed funding to pay the teachers. A 15 week satellite would cost \$3,500. SEED's financial wind-up will come from Model Cities. Three companies, Prudential, Bell Telephone Co. and Rutgers University will continue with clerical classes. The telephone company started March 1 and Prudential satellite program started March 29.

~~Financial problems were facing BICC at the beginning of 1971. BICC was solvent until the end of June. In March, Mr. Joseph Parzenheimer reported to the Executive Committee that he received a total of \$800 for the clerical satellite programs from~~

Company with assurances for \$1500 more from Prudential Insurance Company, Western Electric, and, if needed from National Newark & Essex Bank.

As of June 28, 1971 it was reported at the Executive Committee meeting that no money has been received from foundations. Considerable discussion ensued concerning the serious financial problem of BICC. Model Cities has nothing for BICC, Prudential is discussing a proposal for \$71,000 which has been reduced to \$60,000.

The Schuman Foundation offered \$5,000 to phase out the computer program. Estimated cost for phase out is \$5,235.35. The Executive Director stated that if the computer staff is terminated, that he and his secretarial staff would continue the computer operation. It was agreed to contact Schumann Foundation for the \$5,000 to seek ways to retain the six computer people, and to try to secure funding for the BICC staff as of September. A letter was sent to Schuman Foundation indicating that if other funding sources were found, the computer match program would be re-established.

The financial picture was brighter as of the July 6 meeting with the \$5,000 received from Schuman, \$1,000 from Eljaber Foundation and \$2,000 from a private source. This covers payroll through August. September and October would be funded with \$10,000 from Victoria Foundation and by then regular funding would be forthcoming.

Mr. Stewart reported at this meeting that BICC has the basic kinds of problems money and funding, which seems to be hitting all kinds of social agencies.

Mrs. Ruth McClain, co-chairman of BICC, suggested exploring testing and training which were a part of BICC at one time and stated that the BICC Task Force is in the process of looking into EEOC reports. Mr. Henry Boardman added that BICC should find out what are the most needs of the community today and get some directions on how to solve

ADP - PERSONNEL DATA SYSTEMS, INC.

The executive director reported at the June 1, 1971 Executive Committee meeting that ADP-Personnel Data Systems, Inc. wants to use BICC as the base for a contract of a one year program to place individuals into jobs. ADP wants to process

using to check Model Sys.

DRAFT

3,500 people. Funding is to be by the Office of Economic Opportunity. ~~Cost estimate~~
~~given to ADP was \$153,000. ADP will underwrite \$65,000 with the understanding that BICC~~
~~would attempt to secure the \$88,000 additional.~~

This will be the first that ADP has worked directly with people through an
established community agency in a direct application of its system. It is to be operated
jointly by OEO, ADP and BICC from June 15, 1971 to June 15, 1972. As of August 31 the
computer matching program continues in operation. It is being funded through a grant
received by ADP that will keep the computer in operation until April 1972. Efforts are
being made to obtain funds for its continuation after April 1972.

The Education Committee sent questionnaires in January 1971 to 20 companies
pertaining to their level of Spanish-speaking persons employment.

The deep concern for the Spanish-speaking population which suffers from being
unable to speak English has resulted in BICC again challenging Prudential to create a
Spanish to English laboratory. Mr. Charles Catlett of Prudential has developed the proposal
for the basic reading education where people could be taught to read better. The Spanish
to English laboratory would be administered by the BICC staff.

Under the banner of research and development, BICC was given the task of working
actively with the school system in introducing relevant curriculum and offering externships
for teachers to learn practical aspects of business and industry. During 1970, Bill Ramano
teacher from the Sussex Avenue School was in the Teacher Externship Program. He organized
his 5th grade class into a corporation to function as business does and tied in the whole
educational experience. Thanks to BICC funding, he will be able to supplement classwork
with trips to visit some BICC member companies during the 1971-72 school year. His entire
budget for last school term consisted of \$300.0 He is trying to show the Board of Education
that such an educational program could be effected with a limited budget.

AMBULANCE SQUAD

Volunteer Ambulance Squads were placed into operation March 1970 to supplement
health and accident services of the city. The purpose is to transport patients to any

*to serve area of
priority - Central.*

hospital quickly as well as to return patients to home as situation require.

BICC helped to secure funds for ~~the~~ ³ ambulance squads. The money was allocated from a foundation, which preferred to remain anonymous, ~~was used~~ to purchase three new Ford Custom Club Wagons converted for ambulances, uniforms and also to cover ambulance insurance through June 1972.

Initially 29 community organizations were represented in the ambulance squads. The ambulances were located in the Central Ward, South Side and Dayton Ward. The Central Ward ambulance squad was relatively inactive, and negotiations were begun late in 1970 with a Spanish-speaking group for consolidation of operational responsibilities. Mr. Pedgro Iglesias was spokesman for the Spanish-speaking group called the St. Lucy's Church First Aid group. Of the 22 in this group the beginning of 1971, all had taken Red Cross first aid training. ?

After satisfactory negotiations with BICC and the Central Ward First Aid Squad, the Central Ward ambulance was turned over to the United Spanish Organization as of June 23, 1971. Mr. Iglesias is currently acting as BICC liaison.

The South Side Ambulance Squad has done a fine job since its inception. According to the June 1971 BICC Director's Report, the squad is now looking forward to obtaining another ambulance to handle its load. They are introducing 16-year olds into the ambulance program as cadets in an effort to promote growth and strong continuity.

The Dayton Ward Ambulance is located on Virginia Street back into service after being out of operation for months.

Most recently, the Organization of Black Citizens has come to BICC for help in finding a sponsor for another ambulance in the Central Ward. Mr. Albert McNeil is president of this group.

covered by no fee
Ambulance squads average 53 calls a month during the hours of 6 p.m. to 12 p.m. when they are on call. Operational costs are paid for by the individual squads with whom the ambulance is entrusted. Each group of ambulance volunteers is autonomous.

As of June 1971 there are no current machine shop programs in operation.

SATELLITES AS OF JUNE 1971

Four satellite clerical training programs are currently in operation for a 5-week training cycle. BICC sets a limit of 15 persons per course. Each has an enrollment from 12 to 15 persons.

Newark-Rutgers operates the only day sessions; while Prudential Insurance Co., Mutual Benefit Life Insurance Co. and N. J. Bell Telephone Company have evening sessions. There is no stipend to the trainees. Each company pays cost of its own program. Instructors are provided by the Newark Board of Education through a special arrangement with Dr. Harry Jellinek, principal of Central Evening High School.

A new stenography class will begin this fall. Record keeping and elementary bookkeeping courses are also being arranged.

All career training programs are set up by BICC based on surveys made of employment needs in the Greater Newark area. Because of the tremendous clerical turnover, classes in basic clerical training, elementary stenography and typing will be continued in the Satellite Programs.

SENSITIVITY PROGRAMS

BICC has been approached by the training component of New Jersey College of Medicine & Dentistry to either sponsor, conduct or arrange for human relations training for the staff. BICC has referred them to the Institute for Training Program Development, a principal of which is Robert W. Hoffman, Jr., one of the primary success people for SEED.

Other endeavors include a people sensitivity session performed by staff for the Automatic Data Processing of Clifton.

Earlier in 1971 BICC keynoted a one-day institute of the New Jersey State Home Economics and Consumer Education Project at New Brunswick on Coordinating Community Services.

BICC is now postured towards conducting either seminars for some of the supervisory personnel in business and industry in the Greater Essex County area.

ANALC PLANS FOR THE FUTURE

1. A health careers training program is being considered; however, funding is a problem. Mr. Boykin and Miss Rosner are developing a medical health careers program. Surveys have been sent to many of the hospitals in Essex County to determine staffing patterns and areas where their expertise in training can best be used. *This was stopped when the U.L. developed a program!*
2. Research has been done by BICC for proposals for two day care centers in Newark to submit to funding sources. They are the Ironbound Day Care Center and the King Memorial Day Care Center.
3. Organize a follow-up procedure and operate follow-up study in job placements and training undertaken by BICC. Prepare a report.
4. Explore and develop jobs for community people in industry, business, city and county government.
5. Develop selection process and training with Essex County Overbrook Hospital at their request, and establish an on premise training program for Mental patients prior to their release from Essex County Hospital.
6. Establish a pre-release training program at the Essex County Penitentiary.
7. Coordinate with Prudential Insurance Company personnel the development of a relevant basic education curriculum for the Penitentiary and Mental Hospital.
8. Do a study with New Jersey College of Medicine & Dentistry on more effective methods of combatting lead poisoning problems.
9. Monitor the four existing satellite classes at Mutual Benefit, Prudential, Bell Telephone and Rutgers to provide counselling supportive services and job placements for students.
10. Recruit, screen, select candidates for clerical training classes. Develop additional satellite programs throughout the Greater Newark area.
11. Assist in recruiting minority employees for special projects or "Job 70" programs for entities such as Port of New York Authority, Ford Northeast Jobs Institute, Newark City Firemen and New Jersey College of Medicine & Dentistry Ladder Development.

12. Work with Spanish-speaking groups in stabilizing their ambulance squad and obtaining funding for an ambulance for a Black Citizens' group.

13. Lend clerical assistance to community groups as needed.

14. Establish an in-house upgrading program within the New Jersey College of Medicine & Dentistry, co-sponsored by BICC. Research and write a recommended grievance procedure for N. J. College of Medicine & Dentistry as requested by the administrators.

15. Develop the English language curriculum in conjunction with Prudential Insurance Company to meet needs of Spanish-speaking people.

16. Establish a driver training course on vacant lots in Newark using obsolete Public Service or Bell Telephone vehicles.

17. Research, develop, submit and process proposal to New Jersey Department of Labor & Industry to fund clerical programs.

18. Implement Office of Economic Opportunity subsidized project with Adaptive System and BICC to recruit, screen and place minority workers. The BICC Task Force has written a typical Affirmative Action Program.

19. To recruit, select and counsel 150 training applicants as a result of a proposed reading program to be hopefully funded by Prudential Insurance Company.

SOURCE OF RECRUITMENT REFERRALS
1962 through June, 1971

YEAR	TOTAL REGISTRATIONS	REFERRALS	PLACEMENTS
1962	485	67	17
1963	1,237	382	145
1964	5,566	2,754	1,018
1965	4,543	4,231	1,318
1966	3,733	3,991	1,140
1967	4,691	2,823	1,286
1968	5,018	3,064	1,128
1969	3,384	2,610	1,381
1970	2,618	1,596	860
Jan. to June, 1971	736	206	49

Add 1971 final of month figures

*Include 1972 statistics with Nov & Dec
questionnaires.*

3rd Draft

BICC has weathered the storms of minority problems since July 1963, when as an embryo it emerged to give guidance and job training to forgotten, neglected citizens, until now when its value as a civil rights somewhat social welfare organization has aided in a better understanding of minority group problems. Recognition and acceptance of its structure has permeated the community of the Greater Newark area.

The Business and Industrial Coordinating Council, readily recognized as BICC is a voluntary organization of representatives from business, industry, civil rights groups, social agencies, education, religion, government and organized labor. A pioneer organization, one of the first of its type in the entire country, it is one of the most significant efforts ever made in Newark to provide more and better jobs and training for minority persons.

During July 1963 when the mood and temperament of the ^{Black} ~~negro~~ community was sizzling, it came into being.

The Newark Coordinating Council, a civil rights group, threatened demonstration against department stores because of alleged discrimination at the Barringer High School construction site. Stores shunned the controversy, but agreed to develop more jobs for non-whites. Thus was formed the nucleus of BICC.

Major business leaders, civil rights leaders and key officials from all segments of the community gathered bi-weekly at a conference table in downtown Newark. Through months of tension-laden dialogue there slowly developed a community acceptance and understanding of what BICC could mean to the community.

Newark, a city celebrating 305 years of existence, is a rich city of diversification in industry, manufacturing, banking, transportation, the insurance field and advanced education centers. It is a city of many contradictions. It is the only major community above the Mason-Dixon line with a majority non-white population. One fourth of its total population

of 405,000 in the 1960's lived below the poverty line. During the 1950's and 1960's the ^{black} Negro population jumped over 200%. ~~It is the only major community above the Mason-Dixon line with a majority non-white population.~~

Until the formation of BICC there was no career future in Newark for dark-skinned Americans. Even during World War II work - boom days, Newark's approximate 50,000 ^{blacks} Negroes were rarely occupied in other than menial jobs. It is difficult now in the job employment field for ^{blacks} Negroes and other minority groups because of the tenacity of BICC founders, executive directors and project leaders whose endless hours of volunteer time have been responsible for greater unity between employer and employee.

Undoubtedly, the greatest success has been the establishment of effective communications between the business community and its majority non-white population including minority leaders and the unemployed from ghetto areas who had aspirations but no direction or assistance in obtaining employment.

The destinations of the organization were set in its original by-laws giving BICC five principal tasks:

1. To provide a forum between business, industry, labor and civil rights.
2. To place ^{blacks} Negroes and Puerto Ricans in jobs based on their skill and ability.
3. To upgrade non-whites in jobs below their abilities.
4. To develop new training and retraining programs.
5. To work with ~~the~~ civil rights problems other than employment.

BICC has strengthened and extended essential ties between the businessman, Blacks and other minority groups and has given impetus to the city's social and economic progress.

fair?

Newark's first

BICC was influential in establishing a work/study program for high-school drop-outs.

This highly successful program for seniors only evolved because many ~~of the~~ drop-out job applicants referred through BICC could not be placed. The work/study program in conjunction with the Newark Board of Education keeps potential drop-outs in school while providing them with useful and gainful employment.

BICC has bridged the gap between job openings in this highly industrialized area and manpower availability. Initially, businessmen were skeptical of its possibilities. Through the years it has been proven that BICC has been ~~as~~ ^{most} helpful to the businessman ~~as~~ ^{than} it has been to ~~the~~ civil rights organizations.

During ~~the~~ ^{its} first year, BICC drew the participation of 54 different firms, department stores, banks, civil rights organizations, state and city departments, private agencies and labor unions. By 1965, one hundred and fifty (150) companies, over twenty (20) civil rights organizations and the major faiths comprised the BICC. ~~Now there are~~
~~participating members~~

foundings and

Among the key persons most responsible for keeping the organization going during its early crucial years were the late Peter V. R. Schuyler, Jr., then Executive Director of the Welfare Federation; ^{first} BICC co-chairman, K. Wade Bennett, former Bamberger's New Jersey senior vice president who now is president of Macy's New York; Charles W. Garrison, Bamberger's ^{senior} vice president; Honorable George C. Richardson, Assemblyman from Essex County ^{and} ~~and~~ ^{whose family was among the original pioneers who settled Newark over 300 years ago} Derek T. Winans.

Officials of Newark-Essex CORE and the Urban League of Essex County contributed greatly from the outset. The Urban League continued ^{as BICC's} ~~as a~~ job-referral agency for ~~over~~ ^{over 30} ~~years~~ ^{years}.

BICC's early, simple objective was to meaningfully administer an equal opportunity program aimed at getting jobs for qualified Blacks and Puerto Ricans. The program now embraces anyone who is classified as disadvantaged, unemployed or underemployed regardless of race, creed or color.

immediate problem that loomed ⁷ large for the committee was the finding of more employment for blacks and more blacks qualified to fill openings.

Job retention was a problem for many employers. There was a shortage of skills and interest among those in the minority group labor market. It became apparent that training was essential for the job-seekers, many of whom had not even completed high school. Motivation as well as training was a great need of the unemployed.

At first businessmen were fearful that involvement in BICC might subject them to pressure to lower their employment standards or that they would be required to accept any minority applicant sent to them.

As an assist to increase the working skills of BICC applicants, a branch operation was begun. Beginning in March 1965, LMMTP, the Labor-Management Manpower Training Project, a brain-child of BICC originated. It was funded as an experimental and demonstration project by the U. S. Department of Labor, Office of Manpower, Automation and Training. The contract of \$365,968 originally for 15 months, was extended twice for the period through November 30, 1966.

Because BICC was unincorporated, the LMMTP contract was made with the Welfare Federation of Newark, one of BICC's major members.

LMMTP was designed to assist BICC job applicants who generally lacked minimal qualifications of the employer. Some job applicants were unable to pass entry-level requirements.

In the beginning, a high percentage of the applicants were white, highly industrious, high school graduates. As LMMTP progressed, over 90% of those served were Black and Puerto Ricans, most of whom were welfare recipients. They were functional illiterates and high school graduates unable to pass entry level tests of local employers.

LMMTP's trainees included some mental defectives, the physically handicapped, black muslims and Black Nationalists plus a high percentage of ADC mothers. Upper respiratory ailments, poor diet and other health deficiencies plus all kinds of family problems

were commonplace. A majority of the trainees had a number of short-term jobs in their work-experience background.

7 ACCRUITING

Clients came from ghettos in the Greater Newark area. The neighborhood Youth Corps was another source of manpower. Less than 2% of a 500 random sampling chosen from 6,000 in Urban League files bothered to respond to the opportunity to receive training. The lack of any monetary inducement was a limiting factor in recruiting. Prior to August 1965 when free pre-vocational training was added to LMMTP's recruiting, prospects were hard to locate. The Urban League provided the great bulk of trainee prospects. Every professional staff person wound up doing recruiting.

During the 20 months of its existence, LMMTP saw 2,000 people. All were genuinely hard-core opportunity applicants. Over two thirds of these applicants received some benefiting service including referral to other programs and agencies, direct employment assistance, enrollment in OJT and the pioneering Special Programs. 416 applicants were placed with 56 companies in approximately 750 occupational categories. Another 150 needed no training and went directly into jobs. Overall more than 700 persons served by LMMTP got jobs.

Project Director for LMMTP was Joseph E. Partenheimer. William A. Mercer was Management Coordinator.

LMMTP was an innovator in the training field with six programs of pre-job training for skilled manual workers and office-clerical workers.

On the basis of these experimental programs and their demonstrated achievement, BICC requested funds from the U.S. Department of Health, Education and Welfare, the Labor Department and private employers in the Greater Newark area to _____ the project titled SEED, Skill Escalation and Employment Development.

The LMMTP proved a successful step for BICC, uniting both demand and supply elements of the labor force with its treatment of the employment and training of the culturally disadvantaged. Through its various program categories, BICC tapped a varied strata of the labor force and the population not in the labor force. Its programs and the LMMTP project reached the unemployed, the underemployed, the school drop-outs and potential drop-outs, the marginal worker, and the worker on the side-lines of the labor market filled with uncertainty.

LMMTP stressed the fact that there exists in the American economy pools of unused and underutilized labor.

Special programs of the LMMTP and participating companies included:

Skill Escalation Program (SEP) Machine Skills

Western Electric Co., Weston Instruments, and N.J. Bell.

Clerk Typist

First National State Bank, Fidelity Union Trust Company, Newark Evening News Publishing Company, YM-YWCA of Newark and Vicinity.

Mechanical Technical Comprehension

Radio Corporation of America

Clerk Typist-Daytime Program

Public Service Electric & Gas Company, Newark Board of Education.

Advanced Office Worker

Mutual Benefit Life Insurance Company

Clerk Stenography

Hoffmann LaRoche

Machine Shop

Prudential Insurance Company of America

The BICC approach to the labor market has placed equal emphasis on the demand and supply sides. The Labor Management Manpower Training Project treated problems of the worker as a whole.

SEED - I the next phase in the BICC program was projected as a key factor in matching supply with demand to provide part of the long-run solution to the employment problems of ^{black} Negroes and other culturally deprived minorities.

(OJT On-the-job-training open employment opportunities for minorities)

BICC's employment project discovered that among other reasons why the culturally disadvantaged often failed to get a job was lack of know-how in applying and during the interview, improper grooming and poor results on aptitude and intelligence tests. A special BICC committee studied content and use of employment tests. Results showed that tests generally were the product of white, middle-class culture and, therefore, were discriminating against the culturally disadvantaged. Members of BICC companies were encouraged ^{seriously} to use test scores for minorities with this knowledge in mind.

SEED I - January 30, 1967 to January 26, 1968

Seed I - Skill Escalation and Employment Development began on January 30, 1967. It was an outgrowth of the successfully tested LMMTP. Central purpose was to demonstrate that a concentrated training program could prepare labor force drop-outs, long-term unemployed and underemployed for entry-level jobs in high-demand and low supply occupations.

Project SEED originated from the experimental concentrated training program in machine shop skills of BICC operated as a satellite in conjunction with the on-the-job training project LMMTP.

A number of programs undertaken by SEED were in blue and white collar jobs, but the principle one was in machine shop skills. The need for machine shop occupations in the Newark labor market was reported by the New Jersey Department of Labor and Industry in March 1966 after a survey of employers in the Newark area.

SEED I conducted training for entry-level jobs such as clerks, typists, office workers, stenographers, hospital operating room assistants and bank tellers. These subsidiary training

programs were called Satellite programs.

Primary purpose of SEED was to promote an increasing responsibility on the part of business and labor in general for the development of new training and employment opportunities. It was designed to reach the hardest core of unemployed - those untouched by all other previous training ventures.

Contractor and fiscal agent for the project was the United Community Fund and Council of Essex and West Hudson. SEED was administered by BICC. The Urban League of Essex County supported the project and associated itself in the proposal submitted to federal agencies. Funding came from ^(DMP&EL) the Office of Manpower Policy (OMP), Evaluation and Research of the U. S. Department of Labor; the Economic Development Administration (EDA) of the Department of Commerce and the Department of Health, Education and Welfare.

Men, money and equipment were a contribution of local business and industry as an assist in the overall financing. The cost to federal agencies totaled nearly \$1,010,000. Value of contributions from ^{non-federal} private business was nearly \$400,000.

SEED was aimed at men and women age 18 and over who had difficulty getting a job because of race or lack of education and skill. Prior BICC training had been aimed at the better equipped and better motivated person ^{outside} who encountered ^{obstacles} hampering advancement.

SEED I began training January 30, 1967 and completed its last group of trainees January 25, 1968. Its target population was the "hardcore" of the Newark labor market: underemployed and labor drop-outs, 18 years of age and over. SEED directed its attention to the populace who, by reasons of race, lack of adequate education and skills and other limiting factors, encountered unusual difficulties finding or retaining employment or such employment that would be commensurate with their abilities and experience.

The preponderant majority of SEED's target population was ~~negroes~~ ^{black} ~~but~~ ^{however} special provisions were also made for recruiting and training Spanish speaking people. Two special sections were started for those not competent in English. In June 1967 SEED obtained the services of a Spanish speaking interviewer, ~~from a BICC member, the Prudential Insurance Company of America.~~

SEED was not only concerned with the day and evening machine skills program at ~~the~~ ^{its} training center on Chestnut Street, Newark but also with 14 satellite programs which enrolled over 1,000 persons.

SEED I scheduled nine weeks of training for machine skill escalation on the recommendation of trainees and instructors. ~~the~~ ^{subsequent} SEED II increased the training to twelve weeks. As a result of SEED I's experience, an expanded version of the machine skills escalation and a new clerical program were funded in SEED II.

Total enrollment in all SEED I programs totaled 2,400 men and women. ~~Some~~ ^{Some} ~~of~~ ^{of} ~~April 20, 1968,~~ 1,126 of these completed their courses and 920 were known to have found jobs. SEED I Satellites enrolled 1,005 ~~of whom~~ ^{trainees} as of April 30, 1968 there were 73 still in training, 528 who completed training and 402 employed. The applicants were enrolled in machine skills at three locations; clerical skills at eight companies and banks and other types of training such as basic electricity, food service and operating room technicians at four other locations making a total of 15 Satellite programs. ~~(Note - We need information on 1967~~

In a report and analysis of SEED I by ^{Dr.} Leo Troy, Professor of Economics of Rutgers -

The State University, he stated that SEED achieved its central purpose of demonstrating that hard-core unemployed and underemployed could be trained quickly and well enough to qualify them for entry level jobs in machine trades, office and clerical occupations. He observed that the great majority of SEED placements were in training related jobs; however, BICC companies did not hire enough SEED graduates, particularly in view of their proclaimed support of its various training programs.

SEED I was ^{very fortunate} partly responsible for the decision by Western Electric and New Jersey Bell to set up ^{mini-plant} an employment-training project to ultimately reach 350 persons in Newark.

Recommendations for SEED II by Professor Troy included that where business and industry cooperate in training, the graduate should be guaranteed a job. This was put into effect in SEED II. He also recommended that trainee allowances be paid sooner than the three weeks it took in SEED or that a loan fund be set up.

The administrative offices at 46 Branford Place were responsible for processing applicants for all programs and for setting up and administering the satellites. The Newark Manpower Training Skills Center ^{later established by N.J.'s Vocational Education Department, assumed} was responsible for the operation of the machine shop at Chestnut Street.

SEED, Phase II ~~was projected to~~ provide an expanded complement of short-term training programs, almost full federal funding and jobs guaranteed by specific local businesses and industry. It was the intention of SEED II to reach the disadvantaged ^{those} who had not enjoyed continuous and sustained industrial employment in the past.

A report to the BICC executive committee in December 1967 by William A. Mercer, ^{executive director} recommended new activities and vistas for BICC. He suggested that BICC should give greater concern to the problem of still prevalent ^{major} entry-level ^{job-} discrimination. He stated that opening up entry-level positions is only half the job if upward mobility is blocked. Executive isolation as it relates to non-whites and other ethnic groups is a ^{"grave"} problem.

"We must cooperatively push with other agencies such as ICBO, SBA, SCORE,

UCF, City Hall and others to give aid, technical assistance and easier credit and financing

to ~~black~~ ^{where professions are jobs,} small businessmen," he stated.

SEED ^{II} ~~Project~~ was approved April 8, 1968 and funded for \$1,950,411. Robert S. Klegge, an

highly qualified experienced industrial ^{relation specialist} was engaged by BICC ~~Board of Directors~~ as Director of

~~SEED II~~.

Machine shop training was continued at the SEED I Training Center Satellite programs continued without let-up.

report 15/ By May 1968, there were 170 trainees enrolled in 6 new satellite programs.

Two of the new satellite programs funded by Englehard Minerals & Chemicals were different than previous programs because Engelhard provided the trainees with allowances in the amount of \$25 per week for single women and women who were heads of households received \$50 per week.

(another unusual SEED Satellite was developed)

Bloomfield College in cooperation with BICC and the Bloomfield Chamber of Commerce conducted a three-week course in business skills in June 1968. The objective was to show residents of Newark's Central Ward how to improve their living standards.

Coordinator of SEED II was William A. Mercer. Joseph E. Partenheimer, project director for LMMTP and SEED I served as a part-time consultant.

Mr. Albert Meyers, UCF Special Projects Director, was largely responsible for the approval of both SEED I and SEED II projects.

Cooperating to get ~~the~~ components of SEED II working smoothly were the Newark Manpower Skills Training Center, the New Jersey State Employment Service, Project TEAM and SEED II administrative personnel.

The working relationship of BICC with NAB, the National Alliance of Businessmen was introduced by co-chairman, William L. Hoffmann at the May 22, 1968 executive committee special meeting. NAB, which directs its efforts in three counties, contacts 1,300 employers. Many of the

companies are BICC members thus NAB is an added layer of manpower involvement that approaches companies. After discussion it was agreed that chairman of the Membership and Consultation, Testing and Employment Committees ^{Joseph} ~~Joseph~~ their programs and future participation in the NAB program. NAB does not operate training projects but uses a businessman to businessman technique in soliciting and recruiting job openings for referral agencies such as BICC and TEAM.

At the initiation of BICC co-chairman C. Theodore Pinckney, member of Newark's high schools who had held a TV press conference and announced a school boycott arrived at the May 22nd meeting with Junius Williams, director of the Newark Area Planning Association ^(NAPA) and chief negotiator of the Ad Hoc Community Team which successfully negotiated terms for location of the Medical College in the Central Ward. Students presented a copy of their demands to the Newark Board of Education.

BICC was requested to set-up a meeting with the Newark Board of Education, the superintendents office, interested parents and the students.

^{ing?} A SEED Phase II progress report #7 for the week of August 26, 1968 after 17 full weeks of ~~operative~~ indicated that 91 persons had graduated from machine shop and Satellite training programs. There were still 473 in training at 8 Satellites and 13 day programs including machine shops and clerical skills. Six programs were scheduled to begin in September.

Three job clinics were held during the first 17 weeks to give members of industry an opportunity to visit the Chestnut Street center and to interview for the many graduates. Representatives from twenty companies attended. Among participating companies were Singer Sewing, Hyatt Coller Bearing, Drakes Bakery and Owens-Illinois.

In Mid-August members of the Department of Labor, Department of Commerce, Health, Education & Welfare, State and Local members of the Employment Service and vocational education met with SEED staff and BICC to discuss progress and suggestions for the next 35 weeks of SEED II.

May 1969 - conclusion of SEED II

The Director expressed views as to recruiters and counsellors and stated that there was an in-

delegations travelled to Washington requesting additional funds for TEAM and the SES for recruiters and to vocational education and other Newark agencies for additional counsellors. All attempts were unsuccessful.

SM A reappraisal of BICC objectives in November 1968 prepared by Henry M. Boardman and Kenneth Gibson they questioned whether the Urban League was phasing out of the employment field. Mrs. Ruth McClain, the League's Associate Director noted that both job orders and BICC referrals should continue being submitted to the League because they dealt with employment on all levels while some of the other manpower agencies such as NAB work only with the unskilled. CIRC continued to work in conjunction with both the Urban League and BICC. The main thrust of BICC would be to continue in the employment area.

David Ruff was appointed Executive Director of BICC in November 1968.

At the November 1968, executive committee meeting, in his report on a survey of key persons in the business community relative to the future direction of BICC, Mr. Boardman stated the reaction that BICC should intensify its efforts to be an educational arm to the business community, using the experiences of member companies to educate non-members into methods and ways in which equal employment opportunity can be extended.

1969	Computerized Job Bank.
"	Work/Recreational Program.
"	Summer Jobs Youth Employment Agency.
"	Black/White Fashion Show.
"	Ambulance.

During 1969, varied new programs were initiated by BICC. Efforts were directed toward job placement for Newark youths to place them in meaningful summer work. BICC worked with nearly 5,000 students. One hundred youth, age 14-16, participated in a work/recreational program. It was operated jointly with the YM-YWCA of Greater Newark and the State Department of Community Affairs. Boys and girls in the program were encouraged to continue their schooling. Summer jobs and programs are an effort to keep the disadvantaged youth of today from becoming the hard-core unemployed of tomorrow. Meaningful work at the camps built confidence and also paid an appropriate wage. This proved to be one of the most beneficial efforts of its kind for this age group of boys and girls.

opportunity and encouragement for youth on summer jobs helps give them a sense of being needed and a feeling of belonging to something successful.

The summer jobs youth employment agency enabled young people to earn spending change while keeping them active in a worthwhile project. Jobs sought included mowing lawns, walking dogs, baby-sitting, shop for the sick and shut-ins and clean cellars or attics.

A computerized job bank to help solve the problem of the ghetto unemployment was begun. This pilot program for computerized job matching was the first in Northern New Jersey. Using the computer for the first time a situation was created where hard-core unemployed could be considered for every possible job opening and training opportunity that occurs.

A volunteer ambulance service for Newark was presented in 1969, as a proposal to the Executive Committee of BICC. The purpose being to transport patients to any hospital, quickly and return patients to home whenever situations arise.

During 1969, among projects conducted by BICC as indicated by the Executive Director were the following:

Arranged a free summer recreational program for 4,000 youngsters and 500 adults, who were transported to big league baseball games.

Handled transportation for "Newark Love-In" performers at _____ park _____.

Supplied 40 student recruits for police training.

Helped welfare mothers obtain credit from major department stores.

Helped to establish county-wide police recruitment advisory council to find and help minority people to secure police jobs.

Developed IBM/Rutgers clerical class operated in conjunction with the Urban League.

Provisions was made for each student to receive over \$1,000 worth of equipment to take home, if desired for duration of the training course.

Assisted in establishing a black secretarial firm. BICC trained 10 college students on community affairs; operated SEED follow-up with college students affected a program to train 15 black people in the management of package goods stores with their eventual ownership included.

BICC expanded during 1969 from its original concept of job-finding and training programs to youth-oriented programs and community service projects. However, alienating hard-core unemployment has constantly been a major emphasis of BICC.

The main function of BICC continues to serve as a forum and a bridge between the community-at-large and business and industry people,

SEED II

SEED, Inc. was incorporated in April 1969

SEED programs have been characterized by a heavy business-industry participation in its administration, curriculum development, on giving evaluation of the program and its trainees in assuring job placements to all SEED graduates and in the operation of a large number of satellite training programs in a variety of skills. SEED programs have actively recruited and been directed at Newark's hard-core, who have been seeded into (?) by employers and other training programs for reasons of race, age, sex, physical and educational limitations.

Average cost per trainee ~~has been~~ ^{now} \$330 which compares favorably with other federally funded training programs, many of which cost more than five times as much. Drop-out rate has been equally comparable, despite the programs' recruitment of persons not acceptable to other training programs. The graduates' entrance salaries averaged from \$1.90 to \$2.50 per hour.

William Blakely, Jr. President of the Board, SEED, Inc.

C. Theodore Pinckney, Executive Director, SEED, Inc. Phase III

309 Washington Street

Newark, New Jersey

SEED Satellite programs are conducted with the cooperation of public agencies' business and industry in the Greater Newark area sponsor provides the training site and necessary facilities such as typewriters, desk, supplies and instructors. If instructor is not available within the sponsor organization, SEED would recruit and hire the needed teachers-sponsors pay salary of teacher.

(Check dates)??

Under SEED Phase II (April 18, 1968 - May 1969) Satellite programs graduated 508 trainees. Over 77% of the trainees were placed in training related jobs.

Six Satellite programs being conducted when proposal was presented for SEED III. (check date) no date on attached.

The include:

IBM/Rutgers-Clerical

Schering/East Orange Board of Education - Clerical

Prudential Typing Improvement

Three SEED 309 clerical programs N.J. Bell Telephone Company Prudential class is a continuous program with trainees added as vacancies occur.

N.J. Bell graduated a class Aug. 13, 1970. Mutual Benefit graduated its last class June 10, 1970. Fidelity Union Trust Company graduated a bank teller training class March 19, 1970.

Eight Classes were ready to begin if SEED III were approved for federal funding for the costs of administration and supportive services.

SEED III requested approximately \$2,500 to train and place in employment 1,400 men and women in machine tool trades, clerical occupations, lab technicians, bank tellers, typists and other fields.

] Marshall Wolf, co-chairman since 1966 [get exact date.

] January 5, 1970 - Mrs. Ruth McLain re-elected co-chairman Wm. L. Hoffmann

As of November 1970 BICC had a membership of 200 companies, 50 community groups and over 800 individuals who were sent monthly mailings on critical and on-going issues. ~~in Newark~~. The Greater Newark Chamber of Commerce has endorsed its program in the sum of \$51,000 annually. Significant grants from companies and foundations have been received for special projects.

Executive Board co-chairmen are Marshall L. Wolf and Mrs. Ruth McLain.

Info type & tense
~~Nov. 1970~~

~~Excerpts from Marshall Wolf's summary about BICC.~~

BICC's monthly meetings are the only regularly scheduled open forums in Newark where community problems are discussed fully by all elements of the community. Meetings have dealt with the Medical School, Gateway, County Welfare, Port Newark and the Building Trades.

BICC works actively with the Newark School System. It played a major role in introducing relevant industrial arts curriculums into the schools in 1968. The curriculum carries a general theme of great concern to employers, that of exposing and showing youth how to work efficiently with men, materials, tools and techniques.

From its inception BICC has played a vital role in delicate negotiations between and with members of the community and business in affirmative action programs in crisis situations dealing with employment and other matters. One of these was at the New Jersey College of Medicine and Dentistry and Martland Medical Center.

BICC and UCF brought \$3.7 million to Newark for Skill Escalation and Employment Development (SEED).

(Be sure some mention is made of testing committee currently headed by Richard Proctor)

At the August 1970 BICC general meeting, Richard Proctor, chairman of the Testing & Committee suggested that his committee be a consultant to the Employment Committee ~~exist~~ and used when testing is a problem in hiring non-white. The testing committee could

assist by gathering data on BICC companies hiring results and to help plan how more non-whites can be employed.

The testing committee had conducted a survey to determine what tests were given by companies to those seeking employment. A study was made as to whether tests were screening applicants in or out of employment. Companies were requested to submit tests. As a result of the survey BICC Testing Committee ~~made up its own set of tests~~
~~to be used as well as national test such as Wonderlich.~~

The externship program begun (?) continued into 1970 with the help of Rutgers University. The program gets teachers and industry together, giving them the type of experience educators need to really aim youngsters in the area of employment after they graduate from school.

At the January 1970 general meeting Henry Boardman, Education Committee Chairman requested that the new externship have 50 slots. He reported that work study slots increased from 200 to 500. An education convention was planned for May 1970.

Computer Matching Project

BICC developed a computerized job matching program in March 1970 to serve the various manpower agencies, industry and business in the Newark area. The next seven months was primarily an experimental period for the established and ~~highly regarded~~ ~~CLIFF~~ ~~CLIFF~~ matching System concept while tailoring some aspects to the Newark situation and emphasizing the training or "readiness for employment" approach. During this period there was not a full staff for the computer program and no specific records were tallied.

In October 1970 the Schumann Foundation granted \$22,500 to the computer match operation for a 6 month ~~maximum~~ period.

The Computer Matching Project is an on-going daily program, which has been helpful in determining pre-vocational and pre-occupational inclinations to a particular job.

Purposes of the computer-match and reasons for permanent establishment in the Greater Newark Area:

1. No other agency has the equipment to furnish a vocational analysis showing a
 ... toward being successful in specific training areas or a concrete job list

2. The computer match jells hundreds of pieces of behavior into a vocational projection to bring about a meaningful match for the unsophisticated person who has no conscious idea of vocational goals or objectives.
3. To provide management of vocational agencies with an additional counseling tool based upon ~~parfax~~ preference and experience.
4. To provide statistical data not previously available to management for adjustment, modification or curtailment of programs.
5. To assist business and industry in determining better candidates for employment or promotion.
6. Computer match provides greater opportunity for satisfactory employment and gives the hard core unemployed opportunity for consideration of every possible job opening and training opportunity that occurs.

Studies made by BICC indicate that trainees selected with use of computer for

fact? specific manpower, skilled jobs or secretarial training programs and courses have a greater tendency to stay until the end of training period. Also, they learn more because of the self-motivation indicated by the computer match.

In the fall of 1970 Hoffman LaRoche, Inc. requested BICC to assist them with use of computer in increasing their retention rate for production workers. According to the June 1971 report of Roland E. Stewart, executive director, from October 1970 through June 1971, of the 329 employment referrals to BICC, 46 were computer matched and 115 computer assisted. Of the 84 employed during these nine months, 2 were computer matched and 35 were computer assisted. Use of the computer for determining those who needed and could possibly benefit from a training program resulted in 14 computer matched referrals and 37 computer assisted. Of the 730 new applicants to BICC from October 1970 to June 1971, 452 were processed through the computer self-interview check list.

Initially only non-high school graduates and high school grads were computer matched or assisted. Since the beginning of 1971 everyone who ^{came} comes to BICC for employment assistance is computer matched because through experience it was learned that the computer gives valuable information regardless of the educational background or employment experience. The computer program is used for all college graduates and professional people.

Financing for the total cost of \$135,000 for Computer Matching Project was sought Eljabar, Victoria and Engelhard Foundations in October 1970.

The Executive Director's report in October 1970 noted that "aside from the 400 possible training situations on the computer, only 14 companies at this time are represented with real entry level jobs." Companies contributing entry level jobs to the computer bank included as of this date:

Automatic Data Processing
BICC
Bamberger's-New Jersey
Eastern Airlines
General Electric Company
Hoffman LaRoche, Inc.
Grill, Lynch, Pierce, Fenner

N. J. Bell Telephone Company
Public Service Electric & Gas Company
N. J. College of Medicine & Dentistry
United Airlines
U. S. Savings Bank
Western Electric Company
Weston Instruments

Manpower agencies and clients who have been interested in the computer matching project include:

Newark Manpower Training Skills Center
SEED (Skills Escalation and Employment Development)
TEAM (Total Employment and Manpower)
Work Incentive Program
Mount Carmel Guild
Urban League of Essex County
CIRS (Community Information & Referral Services)
COPE (Career Orientation and Preparation for Employment)
Newark Health Careers Program.

Complying with one of the major purposes of the BICC organization, "To work toward better employment opportunities and full employment of non-white citizens of the Greater Newark area, BICC in October 1970 distributed Downtowner job requests to all manpower agencies and started pressing tenants of the new Gateway structure for affirmative action employment plans and jobs.

Membership of BICC in 1970 included 200 companies, 50 community groups and over 800 individuals who received monthly mailings on critical and on-going issues in Newark. In his 1970 report the executive director indicated that BICC receives \$51,000 annually from the Greater Newark Chamber of Commerce and significant grants from companies and foundations for special projects.

Mr. Roland Stewart, executive director reported at the January, 1971 Executive Committee meeting that SEED is dead as such. Prudential, Bell Telephone Company and Rutgers training clerical types are to join the competitive market with placement by the BICC staff where possible. He stated that BICC would like to continue the satellite program, but needed funding to pay the teachers. A 15 week satellite would cost \$3,500. SEED's financial wind-up will come from Model Cities. Three companies, Prudential, Bell Telephone Co. and Rutgers University will continue with clerical classes. The telephone company started March 1 and Prudential satellite program started March 29.

Financial problems were facing BICC at the beginning of 1971, BICC was solvent until the end of June. In March, Mr. Joseph Partenheimer reported to the Executive Committee that he received a total of \$800 for the clerical satellite programs from

Major consideration
Public Service Electric & Gas Company, Fidelity Union Trust Company and Frank Griscoe Company with assurances for \$1500 more from Prudential Insurance Company, Western Electric, and, if needed from National Newark & Essex Bank.

not On June 28, 1971 it was reported at the Executive Committee meeting that no money ~~was~~ ^{had} been received from foundations. Considerable discussion ensued concerning the serious financial problem of BICC. Model Cities ^{has} nothing for BICC, Prudential is discussing a proposal for \$71,000 which has been reduced to \$66,000.

The Schuman Foundation offered \$5,000 to phase out the computer program. Estimated cost for phase out is \$5,235.35. The Executive Director stated that if the computer staff is terminated, that he and his secretarial staff would continue the computer operation. It was agreed to contact Schumann Foundation for the \$5,000 to seek ways to retain the six computer people, and to try to secure funding for the BICC staff as of September. A letter was sent to Schuman Foundation indicating that if other funding sources were found, the computer match program would be re-established.

The financial picture was brighter as of the July 6 meeting with the \$5,000 received from Schuman, \$1,000 from Eljabar Foundation and \$2,000 from a private source. This covers payroll through August. September and October would be funded with \$10,000 from Victoria Foundation and by then regular funding would be forthcoming.

Mr. Stewart reported at this meeting that BICC has the basic kinds of problems money and funding, which seems to be hitting all kinds of social agencies.

Left from minutes to investigate
Mrs. Ruth McClain, co-chairman of BICC, suggested exploring testing and training which were a part of BICC at one time and stated that the BICC Task Force is in the process of looking into EEOC reports. Mr. Henry Boardman added that BICC should find out what are the unmet needs of the community today and get some directions on how to solve them.

ADP - PERSONNEL DATA SYSTEMS, INC.

The executive director reported at the June 1, 1971 Executive Committee meeting that ADP-Personnel Data Systems, Inc. wants to come to Newark to use BICC as the base for operation of a one year program to place individuals into jobs. ADP wants to process

3,500 people. Funding is to be by the Office of Economic Opportunity. Cost estimate given to ADP was \$153,000; ADP will underwrite \$85,000 with the understanding that BICC would attempt to secure the \$68,000 additional.

This will be the first that ADP has worked directly with people through an established community agency in a direct application of its system. It is to be operated jointly by CEO, ADP and BICC from June 15, 1971 to June 15, 1972. As of August 31 the computer matching program continues in operation. It is being funded through a grant received by ADP that will keep the computer in operation until April 1972. Efforts are being made to obtain funds for its continuation after April 1972.

The Education Committee sent questionnaires in January 1971 to 20 companies pertaining to their level of Spanish-speaking persons employment.

The deep concern for the Spanish-speaking population which suffers from being unable to speak English has resulted in BICC again challenging Prudential to create a Spanish to English laboratory. Mr. Charles Catlett of Prudential has developed the proposal for the basic reading education where people could be taught to read better. The Spanish to English laboratory would be administered by the BICC staff.

Under the banner of research and development, BICC was given the task of working actively with the school system in introducing relevant curriculum and offering externships for teachers to learn practical aspects of business and industry. During 1970, Bill Ramano teacher from the Sussex Avenue School was in the Teacher Externship Program. He organized his 5th grade class into a corporation to function as business does and tied in the whole educational experience. Thanks to BICC funding, he will be able to supplement classwork with trips to visit some BICC member companies during the 1971-72 school year. His entire budget for last school term consisted of \$300.00. He is trying to show the Board of Education that such an educational program could be effected with a limited budget.

AMBULANCE SQUAD

Volunteer Ambulance Squads were placed into operation March 1970 to supplement health and accident services of the city. The purpose is to transport patients to any

hospital quickly as well as to return patients to home as situation require.

BICC helped to secure funds for the ambulance squads. The money was allocated from a foundation, which preferred to remain anonymous, was used to purchase three new Ford Custom Club Wagons converted for ambulances, uniforms and also to cover ambulance insurance through June 1972.

Initially 29 community organizations were represented in the ambulance squads. The ambulances were located in the Central Ward, South Side and Dayton Ward. The Central Ward ambulance squad was relatively inactive, and negotiations were begun late in 1970 with a Spanish-speaking group for consolidation of operational responsibilities. Mr. Pedro Iglesias was spokesman for the Spanish-speaking group called the St. Lucy's Church First Aid group. Of the 22 in this group the beginning of 1971, all had taken Red Cross first aid training.

After satisfactory negotiations with BICC and the Central Ward First Aid Squad, the Central Ward ambulance was turned over to the United Spanish Organization as of June 23, 1971. Mr. Iglesias is currently acting as BICC liaison.

The South Side Ambulance Squad has done a fine job since its inception. According to the June 1971 BICC Director's Report, the squad is now looking forward to obtaining another ambulance to handle its load. They are introducing 16-year olds into the ambulance program as cadets in an effort to promote growth and strong continuity.

The Dayton Ward Ambulance is located on Virginia Street back into service after being out of operation for months.

Most recently, the Organization of Black Citizens has come to BICC for help in finding a sponsor for another ambulance in the Central Ward. Mr. Albert McNeil is president of this group.

Ambulance squads average 53 calls a month during the hours of 6 p.m. to 12 p.m. when they are on call. Operational costs are paid for by the individual squads with whom the ambulance is entrusted. Each group of ambulance volunteers is autonomous.

As of June 1971 there are no current machine shop programs in operation.

AMONG PLANS FOR THE FUTURE

1. A health careers training program is being considered; however, funding is a problem. Mr. Boykin and Miss Rosner are developing a medical health careers program. Surveys have been sent to many of the hospitals in Essex County to determine staffing patterns and areas where their expertise in training can best be used.
2. Research has been done by BICC for proposals for two day care centers in Newark to submit to funding sources. They are the Ironbound Day Care Center and the King Memorial Day Care Center.
3. Organize a follow-up procedure and operate follow-up study in job placements and training undertaken by BICC. Prepare a report.
4. Explore and develop jobs for community people in industry, business, city and county government.
5. Develop selection process and training with Essex County Overbrook hospital at their request, and establish an on premise training program for Mental patients prior to their release from Essex County Hospital.
6. Establish a pre-release training program at the Essex County Penitentiary.
7. Coordinate with Prudential Insurance Company personnel the development of a relevant basic education curriculum for the Penitentiary and Mental hospital.
8. Do a study with New Jersey College of Medicine & Dentistry on more effective methods of combatting lead poisoning problems.
9. Monitor the four existing satellite classes at Mutual Benefit, Prudential, Bell Telephone and Rutgers to provide counselling supportive services and job placements for students.
10. Recruit, screen, select candidates for clerical training classes. Develop additional satellite programs throughout the Greater Newark area.
11. Assist in recruiting minority employees for special projects or "Job 70" programs for entities such as Port of New York Authority, Ford Northeast Jobs Institute, Newark City Firemen and New Jersey College of Medicine & Dentistry Ladder Development.

12. Work with Spanish-speaking groups in stabilizing their ambulance squad and obtaining funding for an ambulance for a Black Citizens' group.

13. Lend clerical assistance to community groups as needed.

14. Establish an in-house upgrading program within the New Jersey College of Medicine & Dentistry, co-sponsored by BICC. Research and write a recommended grievance procedure for N. J. College of Medicine & Dentistry as requested by the administrators.

15. Develop the English language curriculum in conjunction with Prudential Insurance Company to meet needs of Spanish-speaking people.

16. Establish a driver training course on vacant lots in Newark using obsolete Public Service or Bell Telephone vehicles.

17. Research, develop, submit and process proposal to New Jersey Department of Labor & Industry to fund clerical programs.

18. Implement Office of Economic Opportunity subsidized project with Adaptive System and BICC to recruit, screen and place minority workers. The BICC Task Force has written a typical Affirmative Action Program.

19. To recruit, select and counsel 150 training applicants as a result of a proposed reading program to be hopefully funded by Prudential Insurance Company.

Urban League

SOURCE OF RECRUITMENT REFERRALS
1962 through June, 1971

YEAR	TOTAL REGISTRATIONS	REFERRALS	PLACEMENTS
1962	485	67	17
1963	1,237	382	145
1964	5,566	2,754	1,018
1965	4,543	4,231	1,318
1966	3,733	3,991	1,140
1967	4,691	2,823	1,286
1968	5,018	3,064	1,128
1969	3,384	2,610	1,381
1970	2,618	1,596	860
Jan. to June, 1971	736	206	49

Add 1971 final 4 month figures

*Include 1972 statistics with Nov & Dec
quadrimester.*

BICC History

① 70-71 Staff of 14

1973 Jan - reduced to four persons.

② Financial stability fights for 2-3 years.

CO CHAIRMENPHOTOGRAPHS

- ✓ K. Heda Bennett 1963
 - Deak T. Kinans 1963
 - ✓ Charles H. Harrison 1963-1965
 - ✓ Assemblyman George C. Richardson 1963-1964
 - ✓ William L. Hoffmann 1966-1970
 - ✓ Mayor Kenneth A. Gibson 1964-1967
 - Marshall L. Holf 1971-1972
 - C. Theodore Pinckney 1967-1968
 - ✓ Julius H. Logowick 1972-present
 - ✓ Ms. Ruth R. McClain 1969-1971
 - ✓ Richard P. Proctor, Jr. 1972-present
-

DIRECTORS

- ✓ William A. Mercer 1964-1968
- David B. Ruff 1968-1970
- ✓ Roland E. Stewart 1970-1972
- Thomas Boykin 1972-present

HONORARY

- ✓ Peter V. R. Schuyler, Jr.

1. ✓ Equal treatment, space-wise of the Executive Directors.
2. ✓ Pix of the 11 Co-Chairmen - Dedication to Pete Schuyler
3. ✓ Use pictures and at least two charts.

4. Have the historyflow via sub-heads ~~xxxx~~ on important BICC events

✓ 1965 - Testing Committee Survey *Print of Opp*

Introduction of Satelites (Skill Escalation Program) and its integration into LMMP

Less coverage but strong utilization of the SEED programs

1967 - Riot involvement, SEED I movies, community catalyst for peace.

1971-2 - Industrial Arts Curriculum Project

1970 - Survey of Problems Confronting Newark's Spanish-Speaking

World of Work - High School Work Experience Project -

1971-72 - Community consortium (Urban League & Greater Newark Urban Coalition)

1966-72 - M. J. College of Medicine & Dentistry

1965 - Martinez - Lester Long incident

CLEPP computer-match program

Rahway Prison

Police Department Training Program

Ambulance project *Entel H.S.*

- 5/ Heavy emphasis on Urban League (Skills Bank) - CORE - NJSES & Manpower Training Center - NCC - GNOC - Newark Board of Education - City Hall
6. Corporate identification - ICBO - GNUC - MEDIC - Model Cities - TEAM ~~xxxx~~ OIC - Newark Committee for Better Public Schools - Rutgers - CIRC - COPE
7. Other Jobs Councils (Buffalo, Paterson, Chicago, Philadelphia, etc.) Labor unions, Port Authority - Religious involvement (Committee of Concern)
8. Foundations & grants - Special mention of Pattenheimer & Meyers



From The Desk Of

WILLIAM A. MERCER

November 16, 1972

Jules:

This does not include the layout and inserts (1967 riot; Pru & Mutual Benefit conferences; Schumann and other foundation gifts, bias on the four executive directors, Rahway Prison, overview relationship to Urban Coalition, ICBO, TEAM, UCC, etc.)

The prose is pretty much okay except for further shortening of LMMP. Also, I spoke to Howard Quirk at the Urban League Dinner and the Victoria and Engelhard proposals are going to both on Friday.

B. M.



MINORITY EXECUTIVE MATCHMAKERS, INC.
50 Park Place - Suite 1437
(Robert Trent Hotel)
Newark, New Jersey 07102
(201) 622-3653

cc: *Boydin*
Purton
Partinheimer
Head & Newark files


business and industrial coordinating council 

46 BRANFORD PLACE • NEWARK, NEW JERSEY 07102 • AREA CODE 201 622-0272

ROLAND E. STEWART, EXECUTIVE DIRECTOR

M E M O R A N D U M

TO: ALL BICC BUSINESS EXECUTIVE BOARD MEMBERS

FROM: Richard Proctor, Jr. 
BICC Co-Chairman

DATE: May 19, 1972

SUBJECT: Black & Puerto Rican Job Opportunities

Attached you will find a copy of the memo dated April 10, 1972 which was mailed to all BICC Business Executive Board Members. The memo should be self explanatory.

At the last Executive Board meeting Mr. Marshall Wolfe, acting BICC Business Co-Chairman requested that we delay responses of the information requested until our next Executive Board meeting which will be held on May 30, 1972. This memo will serve as a reminder that this information is due at that time. In the event that you may be unable to attend the meeting please endeavor to forward to Mrs. Marie Gonzalez the information.

I would like to reiterate that if there are questions regarding this matter please feel free to contact Mrs. Marie Gonzalez.

My sincere thanks for your cooperation in this matter.

cc: BICC Civil Rights &
Community Groups Executive Board Members